

26 February 1971

MEMORANDUM FOR: [REDACTED]
THROUGH : [REDACTED] Historical Officer,
Office of Personnel
FROM : Support Services Historical Officer
(SSHO)
SUBJECT : CIA Recruitment, 1947-1970

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1. I have completed my review of the first draft of the subject paper and am returning it for revision. Generally, the paper succeeds in giving the reader an overview of the Agency's recruiting activities during the 1947-70 period; and it is in readable form.

2. The basic difficulty with the paper -- as will be obvious from my marginal comments, notes, suggestions, and questions -- is that it fails to get into the details of many of the issues that are introduced in the text. In other instances, I believe that some rather critical items have been omitted.

3. When revising the paper, I would ask that some attention be devoted to the following:

a. Use of specific examples. I have noted this at many points on the copy.

b. Some indication of the qualifications which recruiting officers worked against in selecting candidates. How did the qualifications change over time? Did they, in fact, change? What, for example, has been the policy with reference to military service and has this changed? In the context of the 1960's, what is recruitment policy vis a vis candi-

dates with a record of marijuana use (or admit to such use without having a record)? What about admitted association with any of the Radi-Lib student movements -- automatic disqualification?

c. Provide specific comment on Agency policy regarding recruitment of both minority groups and women, particularly in professional categories. Again, have such policies been modified with the changing status of both groups in the 1960's? Has there ever been a specific effort to recruit from black colleges? Has there ever been a black recruiter? Has any one of the joint recruiting teams -- OSI, OER, or other -- ever had a black or a woman as a team member? Has the recruiting effort ever been attacked publicly (or privately) by the NAACP, ACLU, FEPC, or other legitimate group for bias in the recruiting effort?

d. In numerous instances, you will need to provide specific dates for the events which are under discussion. Also, many of the source references listed will require both a specific date and identification of the repository where the unpublished document can be found.

e. There should be much additional Appendix material. Brochures, copies of newspaper advertisements, news clippings regarding harassments should be included. Incidentally, p. 13 refers to an Appendix which was not included with the copy of the report which you left with me.

f. Was there any over-all reporting by Recruitment Division on the interference with recruiting efforts? If so, ~~this~~ should be emphasized.

g. The status of the CTP at the terminal point of the report needs to be clarified.

h. Spell out the rationale for the development and continuation of the joint recruiting effort. What has been the attrition rate of such recruits over time compared to normal attrition among professionals? Question is whether parochial interests

of OSI and OER lead to recruitment of specialists who cannot (or do not) prove adaptable to intelligence work? How have the educational fringe benefits, especially in OER, been justified? Again, what statistics are available on the retention rate for professionals who have come aboard principally because of the educational inducement?

3. Attention to the items noted above and to the editorial comments noted on the copy should put the next version of the history in good shape for final editing. If you have any questions, please feel free to call me.



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TRANSMITTAL SLIP		DATE
		1 Mar 71
TO: [REDACTED]		
ROOM NO.	BUILDING	
REMARKS:		
<p>John -</p> <p>This one is pretty good by comparison. Basic problem, as noted, is lack of detail.</p> <p>gls</p>		
FROM: [REDACTED]		
ROOM	EXTENSION	
	2621	

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FORM NO. 241
1 FEB 55

REPLACES FORM 36-8
WHICH MAY BE USED.

(47)